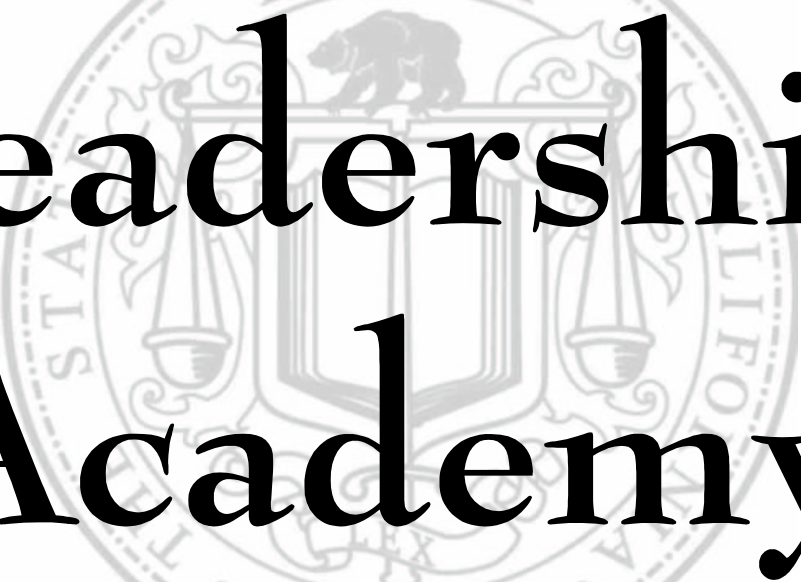


THE STATE BAR OF CALIFORNIA

The seal of the State Bar of California is a circular emblem. It features a central shield with a balance scale and a book. Above the shield is a bear. The words "THE STATE BAR OF CALIFORNIA" are inscribed around the perimeter, and "JULY 29th 1927" is at the bottom.

Leadership Academy

**Program Description
and
Application**

Access & Fairness Leadership Academy

Description & Goals:

The State Bar of California's Access & Fairness Leadership Academy (AFLA) is a pilot program to provide leadership training to a group of selected attorneys from diverse backgrounds, young lawyers, and others in the profession who aspire to become leaders and serve our diverse communities. AFLA will address the need for a broad range of leaders in the legal profession reflecting the State's diverse population and ultimately enhancing the public's confidence in the profession.

The Leadership Academy will provide training on the skills necessary to be effective leaders in the 21st Century. Participants will examine what is expected of leaders and will receive guidance and advice from current leaders on the appropriate activities in which leaders should be engaged to be effective in the profession and respected in the community. The leadership training will span one year and consist of four workshops, three of which will be held in conjunction with major State Bar events.

Scholars:

Twelve Scholars, who are members of The State Bar of California, will be selected on their potential for leadership and potential to serve or further serve a diverse community. Scholars will be required to attend all four of the workshops. In addition, each Scholar will complete a major project demonstrating a mastery of leadership skills and commitment to serving diverse communities.

Scholars will receive free tuition to the three State Bar events described herein. In addition, all reasonable expenses to attend the four workshops will be reimbursed within The State Bar of California guidelines for travel expenses.

Benefits:

The Leadership Academy is a unique opportunity to develop and enhance your leadership skills in a collaborative and supportive learning environment. Classes will be small and interactive allowing for experiential learning and individualized attention. You will be encouraged to develop your own personal leadership style, while learning to be flexible and responsive to your audience.

By participating in the Leadership Academy, you will be empowered to achieve your goals and lead others. You will also advance your career and, at the same time, further the development of your community.

Three of the four workshops will coincide with major State Bar conferences enabling you to participate in the events and network with other leaders.

Workshop 1

2004 Spring Summit - Leadership Forum

June 4-5, 2004 – San Diego

Becoming A Leader

Introductions; program description and objectives; Leadership Forum: Plenary on Leadership & Diversity - "Changing Rules for Being Effective Leaders in the 21st Century"; Panel of Leaders on "What It Takes to Become A Leader"; Reflections on Diversity; Strategies for Developing Opportunities; and much more.

Workshop 2

2004 State Bar Annual Meeting

October 7-10, 2004 – Monterey

Identifying and Developing Leadership Skills

Leadership skills to explore: Strategic planning; Project management; Decision making; Organizational structures; Ethics; Communication; Networking; Politics; Leadership styles; Personality traits; and Learning styles.

Applications must be received by the State Bar of California by February 2, 2004.

Advisory Committee:

A select group of leaders will serve as the Leadership Academy Advisory Committee. The Advisory Committee will oversee the program, review applications and select the Scholars, participate as speakers and panelists, and serve as mentors to the Scholars. The Scholars also will be trained by a core of experts from the legal profession and other sectors.

Funding:

The Leadership Academy is partially funded by a grant from the Foundation of the State Bar of California and from voluntary contributions to the State Bar.



Selection Criteria

The Scholars will be:

- Current members of the State Bar of California, active or inactive;
- Individuals who aspire to lead and have the demonstrated potential to become leaders;
- Individuals who have a vision or goal to serve diverse communities; and
- Individuals willing to commit sufficient time to attend the four workshops and complete the assignments given at each workshop.

Applicants must complete the enclosed Application Form.

Individuals from diverse backgrounds and young lawyers are encouraged to apply.

Scholars will be announced by February 28, 2004.

Workshop 3

**2005 Training Lab
Whittier College of Law**
February 5, 2005 – Costa Mesa

**Creating Your Leadership Style &
Team Building**

Recruiting members; Building networks;
Organizing meetings; Conducting meetings;
Delegating and committee work; Developing and
maximizing skills of members; Mentoring;
Generational issues; Creating and communicating
with your team.

Workshop 4

**2005 Spring Summit
“Pathways to Justice”**
June 2-4, 2005 – San Francisco

Leading in A Diverse Environment

Developing skills to work with the community:
Public speaking; Making presentations;
Teaching methods; Public advocacy;
Community outreach; Public relations and
promotion; Newsletters; Websites & e-mail;
Developing alliances and coalitions; linking
mainstream and diverse communities.



The State Bar
of California | Office of Legal Services,
Access & Fairness Programs

180 Howard Street, San Francisco, CA 94105

Leadership Academy

"In order to cultivate a set of leaders with legitimacy in the eyes of the citizenry, it is necessary that the path to leadership be visibly open to talented and qualified individuals of every race and ethnicity."

Justice O'Connor in *Grutter v. Bollinger*

The State Bar of California's Access & Fairness Leadership Academy (AFLA) is a pilot program to provide leadership training to a group of selected attorneys from diverse backgrounds, young lawyers, and others in the profession who aspire to become leaders and serve our diverse communities.

Save the
Date!

June 5, 2004

San Diego, California

The State Bar of California's Leadership Forum

"Creating Leaders for the 21st Century"

The Leadership Forum is for ALL aspiring or established LEADERS in the legal profession. Law students are also invited to attend the Forum.



The State Bar of California

Leadership Academy Application

Applications must be received by February 2, 2004.

NAME _____

ADDRESS _____

TELEPHONE _____ FAX _____

E-MAIL _____

STATE BAR NUMBER _____

1. Are you able to complete the full twelve (12) months of the Leadership Academy? YES _____ NO _____

2. I have completed this application for the Leadership Academy by including:

- a. My responses to the four questions on the reverse page.
- b. Two letters of recommendation attesting to my leadership potential.
- c. A list and brief description of my project(s) demonstrating leadership skills and/or service to diverse communities that have been completed, are currently in progress, and/or I would like to initiate during the Leadership Academy.
- d. My current resume, including employment history, awards and honors, and participation in organizations or events requiring my present leadership skills or talents.

3. If selected as a Scholar, I agree to commit sufficient time to attend the four workshops and complete the assignments given at each workshop.

SIGNED _____ DATE _____

Leadership Academy Application

1. Please respond to these four questions on a total of two (2) pages or less.
 - Describe your potential to become a successful leader.
 - What skills do you hope to acquire during the Leadership Academy?
 - How would you apply the leadership skills that you anticipate learning?
 - What should be the role of attorneys as leaders in the community?
2. Provide two letters of recommendation attesting to your leadership potential.
3. Provide a list and brief description of your project(s) demonstrating leadership skills and/or service to diverse communities that have been completed, are currently in progress, and/or you would like to initiate during the Leadership Academy.
4. Attach your current resume, including employment history, awards and honors, and participation in organizations or events requiring your present leadership skills or talents.

Please return this application along with the required documents via mail, fax, or e-mail to:

The State Bar of California
Office of Legal Services, Access & Fairness Programs
180 Howard Street, 10th Floor
San Francisco, CA 94105-1639
Fax: 415-538-2552
E-mail: rod.fong@calbar.ca.gov

Applications must be received by February 2, 2004.

Question should be directed to Rod Fong, 415-538-2143 or rod.fong@calbar.ca.gov



The Access and Fairness Leadership Academy is funded by a grant from the Foundation of the State Bar of California and by voluntary contributions. No mandatory dues paid to the State Bar of California have been used for this activity.